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polygraph persons with respect to positions in the competitive service. Earlier, in 1964, CSC had declared polygraph tests in the competitive service to be of doubtful legality because, they said, they were invasions of personal privacy and arbitrary and capricious because of their unreliability.

6. In 1965 CSC, when they abolished psychological tests to measure traits and characteristics, expressed the view that personnel management processes by their nature violated the privacy of an individual. They went on to say that in view of this no individual should be asked to give any information which is not needed by an employer and that when an individual is asked to give information which is not essential his privacy clearly is violated.

7. In working with the President's Committee, a member of the White House Office of Science and Technology described the polygraph as a serious invasion of privacy since it required the individual to exhibit physiological responses which he may not have intended or been willing to reveal.

8. The so-called Ervin Bill contained several specific topics which Senator Ervin and his committee considered to be invasions of privacy. That bill would have prohibited questions about race, religion, relationship with family members, and sexual attitudes and conduct.

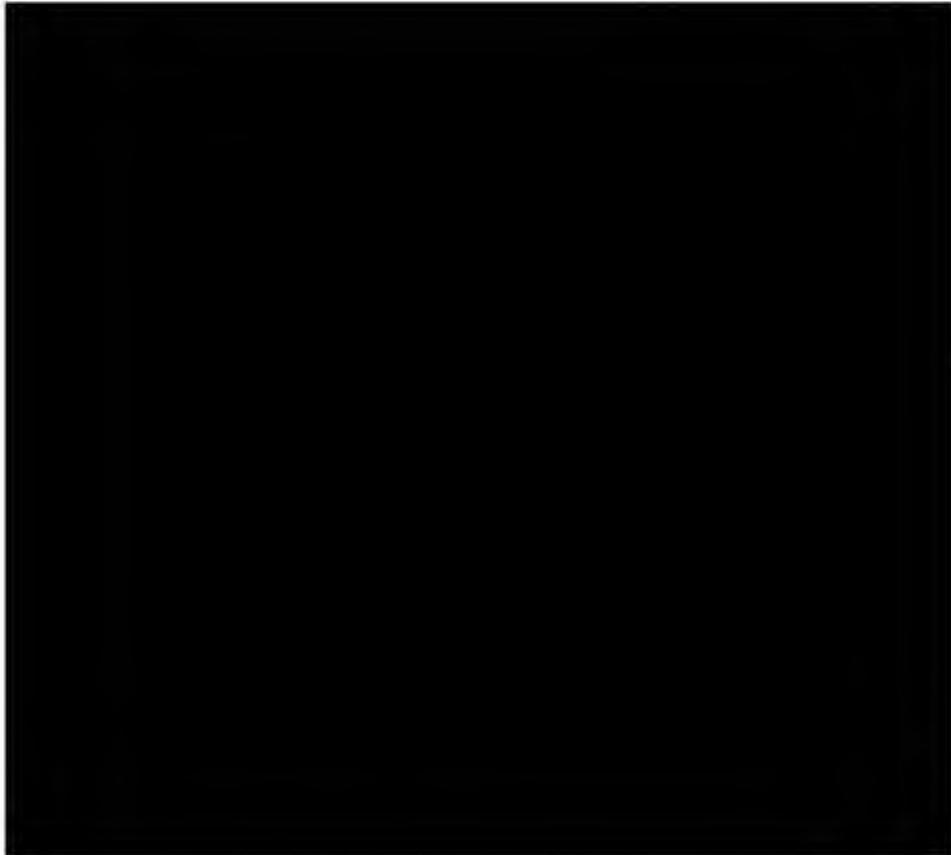
9. There seems to be developing a more reasonable attitude toward security processes, to wit: security processes (like other aspects of personnel management) all constitute an invasion of privacy. The problem is not one of eliminating invasion of privacy but, rather, of insuring that what is done is warranted.

10. Polygraphing and psychological testing have already been hit with the first requirement under this viewpoint. That is: establish that the process is reliable and valid. The next problem is a broader one, that of establishing that there is a relationship between the topic being pursued and the national security. Little of this kind of research has been done.

11. Some of the other requirements flowing from this viewpoint have been set forth rather precisely for us; others we shall have to work out on our own. These include special privacy considerations for polygraph files and charts and possible restrictions on monitoring interviews. Other requirements on us include the following:

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12 I do not feel that any of the concern being expressed requires us to alter our approach. The points mentioned in the preceding paragraph describe our current attitudes on and conduct of our job. We may find it necessary to write some new papers or to clarify a point or two but not to undertake any major revamping of the process.

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